

## 2007 ANNUAL PUBLIC FILE EEO REPORT

(To be completed by each station or each station group annually and placed in each station's public inspection file and on each station's web site)

Call Sign of Station(s): WRC-TV

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Account Manager  
Account Manager  
Building Engineer  
Customer Service Representative  
Executive Producer  
Human Resources Coordinator  
Junior Account Manager  
NABET Photographer  
Newswriter  
Producer  
Producer  
Producer  
Reporter  
Reporter  
Reporter  
Reporter  
Strategic Partnerships & Integrated Marketing Account Manager  
Vice President of Sales

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.\*
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1? 160
4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
ACS Workforce & Community Solutions, Inc.	
American Federation of Television and Radio Artists	
American University Career Center	
America's Job Bank	
Bowie State University	
Broadcast Employment Services (tvjobs.com)	
Careerbuilder.com	6
Catholic University of America Office of Career Services	
County Exec. Doug Duncan Office of Community Outreach	
Craig's List	4
DCJobs	1
George Mason University Career Services	
George Washington Career Center	
gecareers.com	13
Greater Urban League	
Hampton University Career Center	

Howard University	2
HotJobs	1
ITT Technical Institute	
I.O.U.E.	4
JOBS! Ministry Career Resource Center	
Loudoun Workforce Resource Center	
Marymount Career Services	
MD Workforce Exchange	
Medialine	
Monster.com	3
Montgomery Works	
Morgan State University Career Resource Center	
Mt. San Antonio College Career Placement Services	
NAACP	
National Lesbian and Gay Journalists Association	
National Television Academy	
NBC4 jobline	
nbc4.com	12
Prince George's Workforce Development	
Southeastern University Career Services	
Spots'n Dots	2
St. Luke's House-back to work program	
Television Bureau of Advertising	
University of the District of Columbia	
Washington Post	
Women Empowered Against Violence, Inc.	
Women in Film and Video	

5. Please summarize the station's (or station group's) broad recruitment outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

WRC-TV is committed to diversity and equal employment and as such, has conducted broad and extensive recruitment outreach over the last year. The Station's outreach efforts include the following:

#### JOB FAIR PARTICIPATION

Michael Jack, President & General Manager of WRC-TV, participated in the National Association of Hispanic Journalists (NAHJ) from June 14 to June 16, 2006 in Ft. Lauderdale, Florida.

Michael Jack, President and General Manager of WRC-TV, participated in the Asian American Journalists Association (AAJA) Job Fair from June 21, 2006 to June 24, 2006 in Honolulu, Hawaii.

Michael Jack, President and General Manager of WRC-TV and Vickie Burns, VP Local News, participated in the National Association of Black Journalists (NABJ) Job Fair held in Indianapolis, Indiana from August 16 to August 19, 2006.

Janifer Claytor, Human Resources Generalist, participated in the Howard University Communications Job Fair on October 19 and 20, 2006 in Washington, D.C.

Janifer Claytor, Human Resources Generalist and Meghan Walko, Human Resources Coordinator, participated in Catholic University's Job Fair on March 27, 2007 in Washington, D.C.

#### STUDENT CAREER PARTICIPATION

Janifer Claytor, Human Resources Generalist, Meghan Walko, Human Resources Coordinator and Phally Lambert, Executive Secretary, participated in the Junior Achievement Program at Emery Elementary School in Washington DC on May 3, 2007. This program is designed to focus on dropout prevention and prepare students for future opportunities in the workforce.

WRC Reporters Eun Yang, Shannon Bream and Lindsay Czarniak were panelists at a George Mason University event on May 8, 2007. The program titled "American Genius: Carving the Path" was designed to inspire the GMU students in Political Science, Communications and Economic majors.

Many of our on-air talent are active in speaking at colleges and universities about careers in broadcasting: Dan Hellie, WRC Sports Reporter, spoke to the Sports Communication class at American University on January 29, 2007; Keith Garvin, WRC Reporter, was a guest speaker for a Journalism class at the University of Maryland on December 5, 2006; Veronica Johnson, WRC Meteorologist, conducted an overview of WRC's studios and weather station to Howard University's NOAA Center for Atmospheric Sciences (NCAS) Weather Camp on July 21, 2006.

WRC-TV participated in the United States Telecommunications Training Institute Program during the week on June 20, 2006. As part of the training program, we provided an avenue for qualified professionals from developing countries to learn about the operation of a large market television station.

#### INTERNSHIP PROGRAM

WRC-TV has a thriving internship program in conjunction with NBC News. Between June 2006 and May 2007, over 140 students from 68 different colleges and universities participated in internships. Of these participants, 88 served as interns with the Station.

#### EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA

In the last year, WRC-TV has sponsored two (2) students with the Emma Bowen Foundation for Minority Interests in Media (scholarship). The students work for the Station during their semester breaks and the Company matches their earnings 100% to help them offset their college expenses.

#### HOWARD UNIVERSITY COURSE

In conjunction with the John H. Johnson School of Communications at Howard University and the University of the District of Columbia, WRC-TV designed and conducted a course for the Spring 2007 semester on the strategies of running a TV station. Aisha Karimah - Director of Community Affairs, facilitated the course syllabus. The individual classes were taught by Michael Jack - President & General Manager, Vickie Burns - VP News, Pat Notley - VP Sales, Lisa Feldman - Director, Strategic Partnerships and Integrated Marketing, Paul Bruton - Marketing Manager, Donna Weston - VP, Advertising & Promotion, Chuck Lindner - Chief Engineer and Jim Iovino - Webmaster.

#### DIVERSITY WORKSHOP

Janifer Claytor, HR Generalist, participated in the Multicultural Women's Town Hall on December 12, 2006 in Washington, DC. This initiative was sponsored by Working Mother to focus on leveraging cultural and ethnic differences to build successful alliances.

NBCU IS AN EQUAL OPPORTUNITY EMPLOYER

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Producer

Date Job Filled: 07/05/2006

Recruitment Source

That Referred

Ultimate Hire: nbc4.com

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
See List				

(ATTACH ADDITIONAL SHEETS AS NEEDED)

- ❑ **ACS Workforce & Community Solutions, Inc**  
 Olivia Vaughns, Project Manager  
 401 M St. SW  
 Ste. 150  
 Washington, DC 20024  
 202.378.2600  
 202.484.7786 (fax)
- ❑ **AFTRA**  
 George Wright (301) 657-2560  
 4340 East-West Hwy. Suite 204  
 Bethesda, MD 20814
- ❑ **American University Career Center**  
 Francine Blume, Ph.D.  
 Director, Experimental Education  
 4400 Massachusetts Avenue, NW  
 5th Floor of Butler Pavilion,  
 Washington, DC 20016  
 202.885.1806  
 202.885.1861 (f)
- ❑ **America's Job Bank (ajb.org) And DC Dept. of Employment Services**  
 Dcnetworks.org  
 Roosevelt Bland  
 202.576.3085  
 202.576-3109 (f)  
 Franklin St. One-Stop Career Center  
 1500 Franklin St. NE  
 Washington, DC 20018
- ❑ **Bowie State University**  
 Career Co-op and International Services  
 Ms. Dale O'Neal  
 Interim Director  
 Wiseman Center Room 126  
 Bowie State U  
 Bowie, MD 20715  
 (301) 860-4000  
 (301) 860-3824 (f)
- ❑ **Broadcast Employment Services**  
 Tvjobs.com  
 Mark C. Halloway (760) 745-8177  
 P.O. Box 4116  
 Oceanside, CA 92052
- ❑ **The Catholic University of America Office of Career Services**  
 Alan Goodman  
 Director, Career Services  
 202 Pryzbyla Ctr.  
 620 Michigan Ave., NE  
 Washington, DC 20064  
 (202) 319-5623  
 (202) 319-4480 (f)
- ❑ **County Exec. Doug Duncan, Office of Community Outreach**  
 Mr. Shu Ping Chan  
 101 Monroe St. 2/F  
 Rockville, MD 20850  
 (240) 777-2500  
 (240) 777-2517
- ❑ **George Mason University Career Services**  
 Elizabeth Heyerdahl  
 On Campus Recruiting Coordinator  
 Mail Stop 3B6  
 4400 University Dr.  
 Fairfax, VA 22030  
 (703) 993-2370  
 (703) 993-2361
- ❑ **George Washington Career Center**  
 Rebekah Donahue  
 Career Information Coordinator  
 1922 F. St, NW (Old Main)  
 Washington, DC 20052  
 202.994.6495  
 202.994.6493 (fax)
- ❑ **Greater Urban League**  
 Ursula Higgins (202) 265.8200  
  
 Headquarters Building  
 Executive Office  
 3501 14th Street, NW  
 Washington, DC 20010
- ❑ **Hampton University Career Center**  
 Andre Ledoux  
 Job Developer  
 careercenter@hamptonu.edu  
 Hampton, VA 23668  
 (757) 727-5000  
 (757) 727-5935
- ❑ **Howard University**  
 Carol Dudley, Coordinator  
 (202) 806-5806  
 525 Bryant St. NW  
 Howard University  
 Washington, DC 20059  
 Lincoln G. Brown, Jr.  
 Office of Career Development  
 Howard University  
 John H. Johnson School of  
 Communications  
 525 Bryant Street, NW, #C-107C  
 Washington, DC 20059  
 202-806-5807  
 202-986-2911 (Fax)

- ❑ **ITT Technical Institute**  
Darlene Jones Huckaby (703) 440-9535  
7300 Boston Blvd.  
Springfield, VA 22153
- ❑ **JOBS! Ministry Career Resource Center**  
Jack Dunlap (703) 536-9068  
(703) 536-9067 – fax  
100 A. East Fairfax St.  
Falls Church, VA 22046
- ❑ **Loudoun Workforce Resource Center**  
Kelly Hartles (703) 777-0150  
102 Heritage Way, NE  
Suite 200  
Leesburg, VA 20176
- ❑ **Marymount Career Services**  
Heather Stone  
Career Resources Coordinator  
Gerard Phelan Hall, 3rd Floor  
2807 N. Glebe Road  
Arlington, VA 22207  
(703) 284-1563  
(703) 284-5961
- ❑ **Medialine**  
Mark Shilstone  
Box 51909  
Pacific Grove, CA 93950  
(800) 237-8073
- ❑ **monster.com**
- ❑ **Montgomery Works**  
*(for postings on EE bulletin Board)*  
Lulu Aguilar (301) 519-8253  
(301) 519-7322 - fax  
701 Russell Ave. E 205  
Gaithersburg, MD 20877
- ❑ **MD Workforce Exchange**  
Westfield Shoppingtown Wheaton  
11002 Veir Mill Rd., South Building,  
Suite 408  
Wheaton, MD 20902  
Kim Lamphier – Business Resource  
Representative  
(301) 929-4377  
(301) 933-4424 (fax)
- ❑ **Morgan State University Career Resource Center**  
Garrya S. Hatton  
Career Resource Coordinator  
(443) 885-4569  
1700 E Cold Spring Lane
- ❑ **Mt. San Antonio College Career Placement Services**  
Rosa Asencio  
1100 N. Grand Avenue  
Walnut, CA 91789  
909-594-5611 ext. 4510  
909-468-4038 (f)
- ❑ **NAACP**  
Nancy Bailey  
(410) 486-3303  
(410) 580-3304 (fax)  
4805 Mt. Hope Dr.  
Baltimore, MD 21215
- ❑ **National Lesbian and Gay Journalists Association**  
(202) 588-9888  
(202) 588-1818 (f)  
1420 K St. NW  
Suite 910  
Washington, DC 20005
- ❑ **National Television Academy**  
Emmyonline.org
- ❑ **Southeastern University Career Services**  
Cheryl Price  
Director, Career Services  
501 I St. SW  
Washington, DC 20024  
(202) 478-8223  
(202) 488-3174
- ❑ **Spots'n Dots**  
Spotsndots.com  
Alice Riehl 729-7295  
167 Oakdale Road  
Johnson City, NY 13790
- ❑ **Prince George's Workforce Development**  
Carrie Miller, Labor Exchange  
Supervisor, Business Resources  
DLLR/MWE/Prince George's One Stop  
Business Center  
1100 Mercantile Lane, Suite 120  
Largo, MD 20774  
301-618-8407 fax: 301-618-8436

❑ **St. Luke's House** – back to work program  
Dave Kokoski (301) 493-4200 x 296  
6040 Southport Drive  
Bethesda, MD 20814  
Phone: 301-493-4200  
Fax: 301-493-6209

❑ **Television Bureau of Advertising**  
3 East 54<sup>th</sup> Street 10<sup>th</sup> Floor  
New York, NY 10022  
(212) 486-1111  
(212) 935-5631 (fax)  
Hope Etheridge, VP Finance  
Administration

❑ **University of the District of Columbia  
University Career Service Office**  
Tori Hawkins  
Job Developer  
4200 Connecticut Ave., NW  
Washington, DC 20008  
(202) 274-6251  
(202) 274-6180 (f)  
Requested Notices  
thawkins@udc.edu

❑ **Women in Film and Video**  
Meghan Devine  
202-429-wifv  
1919 M. Street, NW  
Suite 225  
Washington, DC 20036

❑ **Women Empowered Against  
Violence, Inc.**  
Jennifer S. Matel (202) 459-9550  
1111 16<sup>th</sup> St. NW  
Washington, DC 20036

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Building Engineer

Date Job Filled: 07/10/06

Recruitment Source  
That Referred

Ultimate Hire: I.O.U.E. website

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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 Cheryl Price  
 Director, Career Services  
 501 I St. SW  
 Washington, DC 20024  
 (202) 478-8223  
 (202) 488-3174

- ☐ **Spots'n Dots**  
 Spotsndots.com  
 Alice Riehl 729-7295  
 167 Oakdale Road  
 Johnson City, NY 13790
- ☐ **Prince George's Workforce Development**  
 Carrie Miller, Labor Exchange  
 Supervisor, Business Resources  
 DLLR/MWE/Prince George's One Stop  
 Business Center  
 1100 Mercantile Lane, Suite 120  
 Largo, MD 20774  
 301-618-8407 fax: 301-618-8436
- ☐ **St. Luke's House**  
 Dave Kokoski (301) 493-4200 x 296  
 6040 Southport Drive  
 Bethesda, MD 20814  
 Phone: 301-493-4200  
 Fax: 301-493-6209
- ☐ **Television Bureau of Advertising**  
  
 3 East 54<sup>th</sup> Street 10<sup>th</sup> Floor  
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 (212) 935-5631 (fax)  
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 Washington, DC 20008  
 (202) 274-6251  
 (202) 274-6180 (f)
- ☐ **Women in Film and Video**  
 Meghan Devine  
 202-429-wifv  
 1919 M. Street, NW  
 Suite 225  
 Washington, DC 20036
- ☐ **Women Empowered Against  
 Violence, Inc.**  
 Jennifer S. Matel (202) 459-9550  
 1111 16<sup>th</sup> St. NW  
 Washington, DC 20036

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Vice President of Sales

Date Job Filled: 7/10/2006

Recruitment Source

That Referred

Ultimate Hire: Internal

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
See List				

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- ❑ **AFTRA**  
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Director, Experimental Education  
4400 Massachusetts Avenue, NW  
5th Floor of Butler Pavilion,  
Washington, DC 20016  
202.885.1806  
202.885.1861 (f)
  
- ❑ **America's Job Bank (ajb.org)  
And DC Dept. of Employment Services**  
(Both Under Federal "Career One-Stop" Umbrella)  
Dcnetworks.org  
Roosevelt Bland  
202.576.3085  
202.576-3109 (f)  
Franklin St. One-Stop Career Center  
1500 Franklin St. NE  
Washington, DC 20018
  
- ❑ **Bowie State University**  
Career Co-op and International Services  
Ms. Dale O'Neal  
Interim Director  
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Ursula Higgins (202) 265.8200  
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3501 14th Street, NW  
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Andre Ledoux  
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careercenter@hamptonu.edu  
Hampton, VA 23668  
(757) 727-5000  
(757) 727-5935

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Howard University  
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Falls Church, VA 22046
- ❑ **Loudoun Workforce Resource Center**  
Kelly Hartles (703) 777-0150  
102 Heritage Way, NE  
Suite 200  
Leesburg, VA 20176
- ❑ **Marymount Career Services**  
Heather Stone  
Career Resources Coordinator  
Gerard Phelan Hall, 3rd Floor  
2807 N. Glebe Road  
Arlington, VA 22207  
(703) 284-1563  
(703) 284-5961
- ❑ **Medialine**  
Mark Shilstone  
Box 51909  
Pacific Grove, CA 93950  
(800) 237-8073
- ❑ **monster.com**
- ❑ **Montgomery Works**  
Lulu Aguilar (301) 519-8253  
(301) 519-7322 - fax  
701 Russell Ave. E 205  
Gaithersburg, MD 20877
- ❑ **MD Workforce Exchange**  
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11002 Veir Mill Rd., South Building, Suite 408  
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 1111 16<sup>th</sup> St. NW  
 Washington, DC 20036

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Producer

Date Job Filled: 7/17/06

Recruitment Source  
That Referred  
Ultimate Hire:

nbc4.com

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
See List				

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RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Reporter

Date Job Filled: 7/19/06

Recruitment Source  
That Referred

Ultimate Hire: Agent Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Not Advertised				

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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Reporter

Date Job Filled: 8/14/06

Recruitment Source  
That Referred

Ultimate Hire: Agent Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Not Advertised				

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**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Strategic & Integrated Marketing Account Manager

Date Job Filled: 8/21/06

Recruitment Source  
That Referred

Ultimate Hire: craigslist.org

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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Station: WRC-TV

Job Title: Producer

Date Job Filled: 9/18/06

Recruitment Source  
That Referred  
Ultimate Hire:

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<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
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 Meghan Devine  
 202-429-wifv  
 1919 M. Street, NW  
 Suite 225  
 Washington, DC 20036
- ❑ **Women Empowered Against  
 Violence, Inc.**  
 Jennifer S. Matel (202) 459-9550  
 1111 16<sup>th</sup> St. NW  
 Washington, DC 20036

**JOB VACANCY  
RECRUITMENT SOURCE DATA FORM  
(To Be Attached to Annual Public File EEO Report)**

Station: WRC-TV

Job Title: Reporter

Date Job Filled: 10/2/06

Recruitment Source  
That Referred

Ultimate Hire: Employee Referral

<b>Name of Recruitment Source</b>	<b>Address of Recruitment Source</b>	<b>Contact Person</b>	<b>Telephone</b>	<b>Has this source requested notices?</b>
Not Advertised				

(ATTACH ADDITIONAL SHEETS AS NEEDED)